

PURPOSE

The Michigan Department of Health and Human Services (MDHHS) employee requirements for annual training on tribal-state relations for all employees who have direct interactions with tribes or who work on matters that have direct implications for tribes. This training teaches the fundamentals of tribal government sovereignty, tribal government treaty rights, and tribal governance, and provides an historical overview of tribal governments in Michigan, with lessons on Indigenous dispossession and the Indian boarding schools era.

Core Training Requirements

All employees **must complete** Tribal Government Relations training, provided by the Office of Workforce Development and Training (OWDT) once a year.

DEFINITIONS

Implications for Tribes Governments

An express reference to Indians, tribal governments, bands or groups, or Indian organizations, or a direct effect on their collective or individual treaty rights, natural resource or environmental interests, economic or commercial interests, civil or criminal jurisdiction, or other rights or benefits secured under Michigan or federal law by virtue of their status as Indians or tribal governments.

Tribal-State Affairs

Michigan is home to twelve federally recognized Indian tribes. Each tribe is a sovereign government with an inherent right to self-governance and self-determination. Each has its own governing structure, culture, traditions, laws, regulations, and policies, which it uses to exercise jurisdiction over land and people. And each has a special trust relationship with the federal government. These principles stem from tribes' rights as the original occupants of this land and are affirmed by the Constitution, treaties, statutes, and court opinions of the United States Supreme Court, and they fundamentally define the unique legal relationship between tribal government and the State of Michigan.

REFERENCES

[Executive Directive 2019-017](#)

CONTACT

For more information contact the MDHHS-Tribal@michigan.gov email box.